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| |  | | --- | | **Objectives - in completing this lesson, students will:**  **A. Examine historical data from various perspectives, including museum and library collections, player contracts, labor agreements, organizational structures, artifacts and primary sources.  B. Compare and contrast models of resolving differences throughout the various player organizations in baseball's labor history - such as individual contracts, management philosophies, meet and confer collective bargaining, mediation and arbitration.  C. Understand, through research, discussion and role play: human and civil rights with responsibilities; the purpose and concept of organizing a labor union; the decision-making process that defines the employer-employee relationship, including negotiation, conflict resolution and contract enforcement.**  Background - read for an overview  For as long as baseball players and team owners have had a professional relationship involving salaries and profits, each group has tried to protect its interests - including benefits and working conditions. The player-owner relationship began when baseball professionalized in the second half of the 1800s. As this alliance has evolved throughout the history of organized baseball, it has had a fundamental impact on the game, on and off the field. Fans may know about the Major League Baseball Players' Association (MLBPA) and the strikes of the 1980s and 1990s, but many may not realize the first player union was founded over a hundred years ago. Since then, there have been at least five distinct player unions interacting with various owners and commissioners as influenced by the precepts of the National Labor Relations Act (the Wagner Act) and the National Labor Relations Board. This collaborative effort has resulted in the dynamic, healthy National Pastime baseball is today. Journal – in this section please write about: In your journal section, talk about what a hardball is, what a handshake means. Why do you think these two are critical when agreeing to a contract? How could this be a metaphor for other labor organizations? If you were fighting for your rights would you use this tactic, why or why not?  Read the Jackie Robinson article and highlight as many of the vocabulary words you can find in that article. Try to define as many as you can by only using that article. Use the internet to help with the remaining. File under activities in your notebook.  Vocabulary AFL-CIO Allocation of resources Anti-trust Arbitration Associations Benefits Binding arbitration Blacklist Civil rights Club Collective bargaining Collusion Commissioner Competition Contract Employer / employee Employment at-will Franchise Free agency Free market Indentured servant Injunction Interstate commerce Labor agreement Labor as a commodity Labor union League Lockout Loophole Major League Baseball Mediation MLBPA Monopoly Organization Pensions Professional Profits Reserve clause Salary Salary cap Shop steward Strike Working conditions | |

**You may type or write your summary about each in your notes section of your noteboo**k. Using the Internet research and acquire an historical understanding of baseball player organizations within the context of a broader labor movement, beginning in the 19th century. Meaning when research each association your job is to determine their role in protecting player’s rights. These should include:

a) National Association of Baseball Players (1858)  
b) National Association of Professional Base Ball Players (1871)  
c) Brotherhood of Professional Base Ball Players (1885)  
d) Players' Protective Association (1900)  
e) Fraternity of Professional Baseball Players of America (1912)  
f) American Baseball Guild (1946)  
g) Major League Baseball Players Association (1952)

Major League Baseball player agreements:

American History as well as labor relations where influenced by these three agreements in Major League Baseball:

a) Individual standardized player contracts (1850 to 1900)  
b) Individual contracts between players, teams and their leagues (1900 to 1950)  
c) Contracts represented by associations and/or collective bargaining (1950 to the present)

**Brainstorm by listing and briefly describing how you think these three agreements help influence changes in America. Write this in your Journal section of your notebook.**